



HR Committee

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360° Assessments

- A feedback tool that collects input about an individual's performance from a variety of sources, including peers, subordinates, managers, and sometimes clients. It provides a holistic view of one's strengths and areas for improvement through comprehensive surveys.
- The last time the TTC conducted such an assessment was 2018, whereby all members of senior management participated (but did not all necessarily receive coaching on the results).

Generally, 360° assessments are used to:

- Enhance self-awareness.
- Gain insights into leadership impact.
- Promote personal and professional development.
- Enhance leadership capabilities across the organization.



| Approach

- Proposed participants – All members of the TTC executive team (Chiefs and Executive Directors)
- Identify appropriate survey respondents for each executive.
 - At minimum, the executive's direct leader would be a respondent.
 - Other respondents to be determined based on the leader's role, but would definitely include peers and direct reports.
- Survey to be distributed to respondents in January.
- Debrief sessions with vendor to be held with executives in February.
- Composite report to be produced by vendor in February and provided to the CEO, Deputy CEO and HR Committee.



| Recommendations

It is recommended that the Human Resources Committee:

1. Receive this presentation for information.



